

How employees are feeling right now

Data-driven insights during COVID-19

In May 2020, Glint released aggregated data that shows how employees were feeling. Now, Glint has released new data showing current trends and insights, all so organizations can learn to respond and support their workforce in the wake of COVID-19.

For our July report, we explored how employees feel about returning to the office and their requirements for the “new normal.” This month employees answered less favorably to survey questions that measure employee distress, with the most marked decreases showing in the topics of **communication** and **connection**.

Compared to their lives before the pandemic:



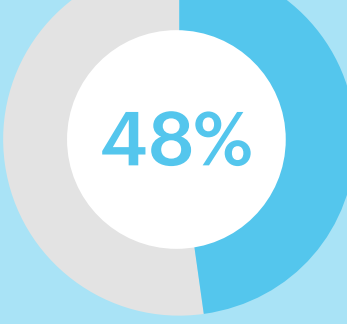
of employees feel less connected to their **leaders**



of employees feel less connected to their **teammates**



of employees feel less connected to their **friends**



By contrast, **48%** of employees report feeling more connected to their **family members** now than they did before the pandemic.

Distress Item Trends

As the pandemic continues to affect return-to-workplace plans, employees are starting to feel fatigued, and their survey responses show it. The most noticeable changes are in the areas of connection, communication, support, and well-being.



Note: Items represented by fewer than 20 companies are excluded. Date range is 5/19/20 - 6/30/20.

Return-to-Office Concerns

Employees and managers are largely aligned in their top concerns as they consider their return to the workplace.

● Overall ● Manager ● Individual Contributor



As a multi-select item, respondents were able to select multiple options; each percentage represents the number of responses with that option selected. As a result, percentages will add up to > 100%.

The New World of Work

Employees are expressing varying opinions regarding how they'll want to work in the “new normal.” But one theme has emerged: **employees want more flexibility**.

● Not At All Interested ● Slightly Interested ● Somewhat Interested ● Very Interested ● Extremely Interested

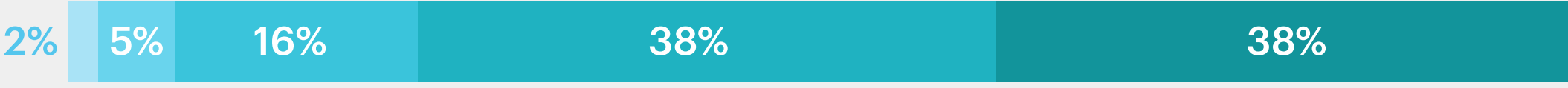
Flexible work-from-home/remote work



More support for work-life balance



Advancements in technology to facilitate connection



Increased automation of repeatable work tasks



More employer-sponsored mental health and well-being support



Personalization of your work experience (i.e., choose your goals, tools, benefits, etc.)



Permanent work-from-home/remote work



Source: Glint Submission to June 2020 LinkedIn Omnibus Survey



In the new world of work, **4 out of 5 of employees** are interested in an arrangement that is not exclusively office-based.

Since launching distress-related surveys in March 2020, Glint has collected 5 million data points via surveys to employees on how companies are responding to COVID-19.

Visit glintinc.com/buildthenewworldofwork for more resources as you respond, recover, and reimagine the workplace.